

the condition of education 2007



INDICATOR 44

Faculty Salary, Benefits, and Total Compensation

The indicator and corresponding tables are taken directly from *The Condition of Education 2007*. Therefore, the page numbers may not be sequential.

Additional information about the survey data and supplementary notes can be found in the full report. For a copy of *The Condition of Education 2007*, visit the NCES website (<http://nces.ed.gov/pubsearch/pubsinfo.asp?pubid=2007064>) or contact ED PUBs at 1-877-4ED-PUBS.

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Faculty and Staff

Faculty Salary, Benefits, and Total Compensation

Average inflation-adjusted salaries for full-time instructional faculty increased 18 percent from 1979–80 through 2005–06; however, salaries decreased 0.3 percent between 1999–2000 and 2005–06.

Adjusted for inflation (in constant dollars), the average salary for full-time instructional faculty has increased by 18 percent overall during the past 25 years (see supplemental table 44-1). Average salaries were higher in 2005–06 than in 1979–80 for faculty in all academic ranks. The increase was greatest for instructors, whose average salary increased by 35 percent, then for professors, whose average salary increased by 24 percent. The average salary increased at all types of institutions as well, ranging from a low of 7 percent at public 2-year colleges to a high of 37 percent at private 4-year doctoral universities. After increasing during the 1980s and 1990s, average salaries for faculty decreased 0.3 percent between 1999–2000 and 2005–06, after adjusting for inflation.

Fringe benefits for faculty (adjusted for inflation) have increased proportionately more than salaries since 1979–80 (67 vs. 18 percent). As with salaries, faculty at private 4-year doctoral institutions received more in benefits, on average, than their colleagues at other types of institutions. Combining salary with benefits, full-time instructional faculty across all types of institutions received a total compensation package in 2005–06 that was about 26 percent more than they had received in 1979–80.

From 1979–80 through 2005–06, the proportion of full-time instructional faculty on 11- or 12-month contracts increased from 13 to 17 percent (see supplemental table 44-2). However, their average salary and benefits increased less than those of faculty on 9- or 10-month contracts (6 vs. 20 percent for salaries; 44 vs. 71 percent for benefits).

¹Total compensation is the sum of salary and fringe benefits. Salary does not include outside income. Fringe benefits may include, for example, retirement plans, medical/dental plans, group life insurance, or other benefits.

²Institutions in this indicator are classified based on the number of highest degrees awarded. For example, institutions that award 20 or more doctoral degrees per year are classified as doctoral universities. See *supplemental note 9* for more information about classifications of postsecondary institutions.

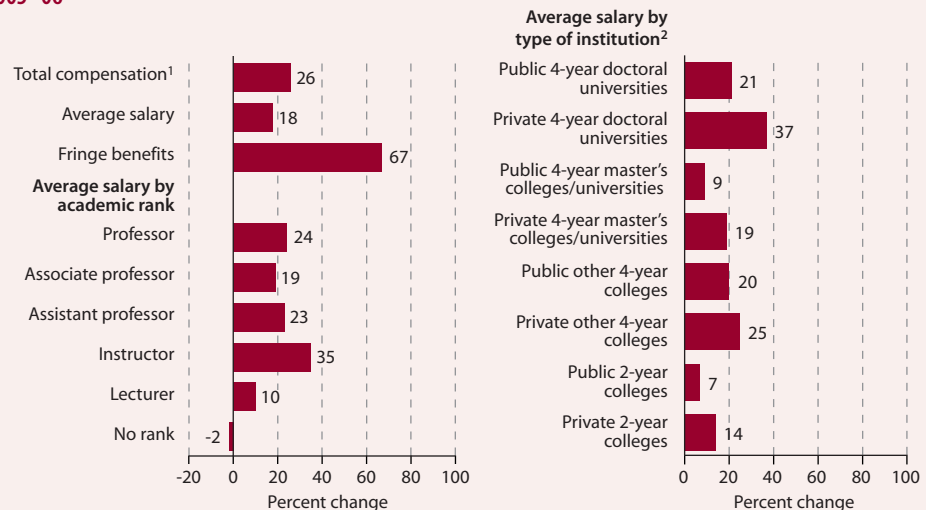
NOTE: Full-time instructional faculty on less-than-9-month contracts were excluded. In 2005–06, there were about 3,600 of these faculty, accounting for less than 1 percent of all full-time instructional faculty at degree-granting institutions. Salaries, benefits, and compensation adjusted by the Consumer Price Index (CPI) to constant 2003–04 dollars. Detail may not sum to totals because of rounding. See *supplemental note 11* for more information about the CPI. See *supplemental note 3* for more information about the Integrated Postsecondary Education Data System (IPEDS).

SOURCE: U.S. Department of Education, National Center for Education Statistics, 1979–80 Higher Education General Information Survey (HEGIS), "Faculty Salaries, Tenure, and Fringe Benefits Survey"; and 2005–06 Integrated Postsecondary Education Data System (IPEDS), Fall 2005, and Winter 2006.



FOR MORE INFORMATION:
Supplemental Notes 3, 9, 11
Supplemental Tables 44-1,
44-2

FACULTY SALARIES: Percentage change in total compensation, average salary by academic rank and type of institution, and fringe benefits of full-time instructional faculty at degree-granting institutions (adjusted for inflation): 1979–80 to 2005–06



Faculty Salary, Benefits, and Total Compensation

Table 44-1. Total compensation, percentage distribution of full-time instructional faculty, average salary, and fringe benefits at degree-granting institutions, by selected characteristics: Selected academic years, 1979–80 to 2005–06

| [In constant 2003–04 dollars] | | | | | | | | | | Percent change 1979–80 to 2005–06 | Percent change 1999– 2000 to 2005–06 |
|---|--------------|-----------------|--------------|-----------------|--------------|-----------------|--------------|-----------------|-------------|--|---|
| Compensation, salary, and benefits ¹ | 1979–80 | | 1989–90 | | 1999–2000 | | 2005–06 | | | | |
| | Percent | Average | Percent | Average | Percent | Average | Percent | Average | | | |
| Total compensation | 100.0 | \$62,700 | 100.0 | \$72,400 | 100.0 | \$77,200 | 100.0 | \$79,100 | 26.2 | 2.5 | |
| Salary | | | | | | | | | | | |
| All faculty | 100.0 | 52,700 | 100.0 | 60,100 | 100.0 | 62,600 | 100.0 | 62,400 | 18.4 | -0.3 | |
| Professor | 26.0 | 70,300 | 30.7 | 79,700 | 30.2 | 84,300 | 26.8 | 87,200 | 24.0 | 3.4 | |
| Associate professor | 24.9 | 53,000 | 24.0 | 59,600 | 23.2 | 61,800 | 21.6 | 63,000 | 18.9 | 1.9 | |
| Assistant professor | 25.4 | 43,100 | 23.2 | 49,200 | 22.1 | 51,000 | 23.1 | 52,800 | 22.5 | 3.5 | |
| Instructor | 7.6 | 34,600 | 5.6 | 37,600 | 6.0 | 39,900 | 16.5 | 46,800 | 35.3 | 17.3 | |
| Lecturer | 1.4 | 40,300 | 1.9 | 44,200 | 2.6 | 43,200 | 4.3 | 44,300 | 9.9 | 2.5 | |
| No rank | 14.7 | 48,300 | 14.6 | 48,200 | 15.9 | 50,700 | 7.8 | 47,100 | -2.5 | -7.1 | |
| All institutions ² | 100.0 | 52,700 | 100.0 | 60,100 | 100.0 | 62,600 | 100.0 | 62,400 | 18.4 | -0.3 | |
| Public 4-year doctoral universities | 28.3 | 59,100 | 30.6 | 68,600 | 28.3 | 72,700 | 28.4 | 71,500 | 21.0 | -1.7 | |
| Private 4-year doctoral universities | 8.0 | 60,800 | 10.3 | 73,600 | 10.1 | 82,000 | 11.2 | 83,200 | 36.8 | 1.5 | |
| Public 4-year master's colleges/universities | 22.8 | 52,700 | 18.7 | 59,600 | 17.8 | 59,000 | 16.2 | 57,500 | 9.1 | -2.5 | |
| Private 4-year master's colleges/universities | 7.5 | 47,400 | 9.4 | 52,800 | 10.8 | 56,500 | 11.3 | 56,400 | 19.0 | -0.2 | |
| Public other 4-year colleges | 2.7 | 49,100 | 2.4 | 56,100 | 2.4 | 53,700 | 2.8 | 59,000 | 20.2 | 9.9 | |
| Private other 4-year colleges | 8.9 | 41,800 | 8.3 | 47,900 | 7.9 | 51,900 | 7.9 | 52,300 | 25.1 | 0.8 | |
| Public 2-year colleges | 21.1 | 48,800 | 19.6 | 50,500 | 21.0 | 53,200 | 20.4 | 52,100 | 6.8 | -2.1 | |
| Private 2-year colleges | 0.8 | 32,700 | 0.7 | 38,100 | 1.7 | 36,700 | 1.8 | 37,300 | 14.1 | 1.6 | |
| Fringe benefits | | | | | | | | | | | |
| All institutions | 100.0 | 10,000 | 100.0 | 12,300 | 100.0 | 14,600 | 100.0 | 16,700 | 67.0 | 14.4 | |
| Public 4-year doctoral universities | 28.3 | 10,800 | 30.6 | 14,700 | 28.3 | 16,400 | 28.4 | 18,100 | 67.6 | 10.4 | |
| Private 4-year doctoral universities | 8.0 | 11,500 | 10.3 | 14,500 | 10.1 | 19,900 | 11.2 | 22,000 | 91.3 | 10.6 | |
| Public 4-year master's colleges/universities | 22.8 | 10,700 | 18.7 | 13,200 | 17.8 | 13,800 | 16.2 | 16,500 | 54.2 | 19.6 | |
| Private 4-year master's colleges/universities | 7.5 | 8,900 | 9.4 | 10,900 | 10.8 | 13,700 | 11.3 | 15,200 | 70.8 | 10.9 | |
| Public other 4-year colleges | 2.7 | 9,300 | 2.4 | 9,800 | 2.4 | 12,200 | 2.8 | 16,400 | 76.3 | 34.4 | |
| Private other 4-year colleges | 8.9 | 8,000 | 8.3 | 9,000 | 7.9 | 12,800 | 7.9 | 14,400 | 80.0 | 12.5 | |
| Public 2-year colleges | 21.1 | 9,200 | 19.6 | 9,000 | 21.0 | 12,100 | 20.4 | 14,700 | 59.8 | 21.5 | |
| Private 2-year colleges | 0.8 | 6,000 | 0.7 | 5,800 | 1.7 | 7,200 | 1.8 | 7,200 | 20.0 | # | |

See notes at end of table.

Faculty Salary, Benefits, and Total Compensation

Table 44-1. Total compensation, percentage distribution of full-time instructional faculty, average salary, and fringe benefits at degree-granting institutions, by selected characteristics: Selected academic years, 1979–80 to 2005–06—Continued

| [In current dollars] | | | | | | | | | | |
|---|--------------|-----------------|--------------|-----------------|--------------|-----------------|--------------|-----------------|--|---|
| Compensation, salary, and benefits ¹ | 1979–80 | | 1989–90 | | 1999–2000 | | 2005–06 | | Percent change 1979–80 to 2005–06 | Percent change 1999– 2000 to 2005–06 |
| | Percent | Average | Percent | Average | Percent | Average | Percent | Average | | |
| Total compensation | 100.0 | \$26,200 | 100.0 | \$49,400 | 100.0 | \$70,200 | 100.0 | \$84,600 | 222.9 | 20.5 |
| Salary | | | | | | | | | | |
| All faculty | 100.0 | 22,000 | 100.0 | 41,000 | 100.0 | 57,000 | 100.0 | 66,700 | 203.2 | 17.0 |
| Professor | 26.0 | 29,300 | 30.7 | 54,400 | 30.2 | 76,700 | 26.8 | 93,200 | 218.1 | 21.5 |
| Associate professor | 24.9 | 22,100 | 24.0 | 40,600 | 23.2 | 56,200 | 21.6 | 67,400 | 205.0 | 19.9 |
| Assistant professor | 25.4 | 18,000 | 23.2 | 33,500 | 22.1 | 46,400 | 23.1 | 56,500 | 213.9 | 21.8 |
| Instructor | 7.6 | 14,400 | 5.6 | 25,700 | 6.0 | 36,300 | 16.5 | 50,000 | 247.2 | 37.7 |
| Lecturer | 1.4 | 16,800 | 1.9 | 30,100 | 2.6 | 39,300 | 4.3 | 47,400 | 182.1 | 20.6 |
| No rank | 14.7 | 20,100 | 14.6 | 32,900 | 15.9 | 46,100 | 7.8 | 50,400 | 150.7 | 9.3 |
| All institutions ² | 100.0 | 22,000 | 100.0 | 41,000 | 100.0 | 57,000 | 100.0 | 66,700 | 203.2 | 17.0 |
| Public 4-year doctoral universities | 28.3 | 24,700 | 30.6 | 46,800 | 28.3 | 66,100 | 28.4 | 76,500 | 209.7 | 15.7 |
| Private 4-year doctoral universities | 8.0 | 25,400 | 10.3 | 50,200 | 10.1 | 74,600 | 11.2 | 88,900 | 250.0 | 19.2 |
| Public 4-year master's colleges/universities | 22.8 | 22,000 | 18.7 | 40,700 | 17.8 | 53,700 | 16.2 | 61,500 | 179.5 | 14.5 |
| Private 4-year master's colleges/universities | 7.5 | 19,800 | 9.4 | 36,000 | 10.8 | 51,400 | 11.3 | 60,300 | 204.5 | 17.3 |
| Public other 4-year colleges | 2.7 | 20,500 | 2.4 | 38,300 | 2.4 | 48,900 | 2.8 | 63,100 | 207.8 | 29.0 |
| Private other 4-year colleges | 8.9 | 17,500 | 8.3 | 32,700 | 7.9 | 47,200 | 7.9 | 55,900 | 219.4 | 18.4 |
| Public 2-year colleges | 21.1 | 20,300 | 19.6 | 34,500 | 21.0 | 48,400 | 20.4 | 55,700 | 174.4 | 15.1 |
| Private 2-year colleges | 0.8 | 13,600 | 0.7 | 26,000 | 1.7 | 33,400 | 1.8 | 39,900 | 193.4 | 19.5 |
| Fringe benefits | | | | | | | | | | |
| All institutions | 100.0 | 4,200 | 100.0 | 8,400 | 100.0 | 13,200 | 100.0 | 17,900 | 326.2 | 35.6 |
| Public 4-year doctoral universities | 28.3 | 4,500 | 30.6 | 10,000 | 28.3 | 14,900 | 28.4 | 19,400 | 331.1 | 30.2 |
| Private 4-year doctoral universities | 8.0 | 4,800 | 10.3 | 9,900 | 10.1 | 18,100 | 11.2 | 23,500 | 389.6 | 29.8 |
| Public 4-year master's colleges/universities | 22.8 | 4,500 | 18.7 | 9,000 | 17.8 | 12,600 | 16.2 | 17,700 | 293.3 | 40.5 |
| Private 4-year master's colleges/universities | 7.5 | 3,700 | 9.4 | 7,400 | 10.8 | 12,400 | 11.3 | 16,200 | 337.8 | 30.6 |
| Public other 4-year colleges | 2.7 | 3,900 | 2.4 | 6,700 | 2.4 | 11,100 | 2.8 | 17,500 | 348.7 | 57.7 |
| Private other 4-year colleges | 8.9 | 3,300 | 8.3 | 6,200 | 7.9 | 11,700 | 7.9 | 15,300 | 363.6 | 30.8 |
| Public 2-year colleges | 21.1 | 3,800 | 19.6 | 6,200 | 21.0 | 11,000 | 20.4 | 15,700 | 313.2 | 42.7 |
| Private 2-year colleges | 0.8 | 2,500 | 0.7 | 3,900 | 1.7 | 6,600 | 1.8 | 7,700 | 208.0 | 16.7 |

#Rounds to zero.

¹Total compensation is the sum of salary and fringe benefits. Salary does not include outside income. Fringe benefits may include, for example, retirement plans, medical/dental plans, group life insurance, or other benefits.

²Institutions in this indicator are classified based on the number of highest degrees awarded. For example, institutions that award 20 or more doctoral degrees per year are classified as doctoral universities. See *supplemental note 9* for more information about classifications of postsecondary institutions.

NOTE: Full-time instructional faculty on less-than-9-month contracts were excluded. In 2005–06, there were about 3,600 of these faculty, accounting for less than 1 percent of all full-time instructional faculty at degree-granting institutions. Salaries, benefits, and compensation adjusted by the Consumer Price Index (CPI) to constant 2003–04 dollars. Detail may not sum to totals because of rounding. See *supplemental note 11* for more information about the CPI. See *supplemental note 3* for more information about the Integrated Postsecondary Education Data System (IPEDS).

SOURCE: U.S. Department of Education, National Center for Education Statistics, 1979–80 Higher Education General Information Survey (HEGIS), "Faculty Salaries, Tenure, and Fringe Benefits Survey"; and 1989–90, 1999–2000, and 2005–06 Integrated Postsecondary Education Data System, "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty Survey" (IPEDS-SA:89–99), "Completions Survey" (IPEDS-C:89–99), Fall 2005, and Winter 2005.

Faculty Salary, Benefits, and Total Compensation

Table 44-2. Total compensation, average salary, average fringe benefits, and percentage distribution of full-time instructional faculty at degree-granting institutions, by contract length: Selected academic years, 1979–80 to 2005–06

| [In constant 2003–04 dollars] | | | | | Percent change | Percent change |
|--|----------|----------|-----------|----------|-----------------------|-------------------------|
| Compensation, salary, and benefits, ¹ and percentage distribution of faculty | 1979–80 | 1989–90 | 1999–2000 | 2005–06 | 1979–80 to 2005–06 | 1999–2000 to 2005–06 |
| Total compensation | | | | | | |
| All faculty | \$62,700 | \$72,400 | \$77,200 | \$79,100 | 26.2 | 2.5 |
| Faculty on 9- or 10-month contracts | 61,300 | 70,900 | 75,900 | 78,800 | 28.5 | 3.8 |
| Faculty on 11- or 12-month contracts | 72,500 | 82,800 | 83,500 | 80,800 | 11.4 | -3.2 |
| Salary | | | | | | |
| All faculty | 52,700 | 60,100 | 62,600 | 62,400 | 18.4 | -0.3 |
| Faculty on 9- or 10-month contracts | 51,400 | 58,800 | 61,400 | 61,900 | 20.4 | 0.8 |
| Faculty on 11- or 12-month contracts | 61,500 | 69,300 | 68,900 | 65,000 | 5.7 | -5.7 |
| Fringe benefits | | | | | | |
| All faculty | 10,000 | 12,300 | 14,600 | 16,700 | 67.0 | 14.4 |
| Faculty on 9- or 10-month contracts | 9,900 | 12,100 | 14,500 | 16,900 | 70.7 | 16.6 |
| Faculty on 11- or 12-month contracts | 11,000 | 13,500 | 14,600 | 15,800 | 43.6 | 8.2 |
| Percentage distribution of faculty | | | | | | |
| All faculty | 100.0 | 100.0 | 100.0 | 100.0 | † | † |
| Faculty on 9- or 10-month contracts | 87.2 | 86.8 | 84.0 | 83.4 | -4.3 | -0.7 |
| Faculty on 11- or 12-month contracts | 12.8 | 13.2 | 16.0 | 16.6 | 29.6 | 3.8 |

† Not applicable.

¹ Total compensation is the sum of salary and fringe benefits. Salary does not include outside income. Fringe benefits may include, for example, retirement plans, medical/dental plans, group life insurance, or other benefits.

NOTE: Full-time instructional faculty on less-than-9-month contracts were excluded. In 2005–06, there were about 3,600 of these faculty, accounting for less than 1 percent of all full-time instructional faculty at degree-granting institutions. Salaries, benefits, and compensation adjusted by the Consumer Price Index (CPI) to constant 2003–04 dollars. Detail may not sum to totals because of rounding. See *supplemental note 11* for more information about the CPI. See *supplemental note 3* for more information about the Integrated Postsecondary Education Data System (IPEDS).

SOURCE: U.S. Department of Education, National Center for Education Statistics, 1979–80 Higher Education General Information Survey (HEGIS), “Faculty Salaries, Tenure, and Fringe Benefits Survey”; and 1989–90, 1999–2000, and 2005–06 Integrated Postsecondary Education Data System, “Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty Survey” (IPEDS-SA:89–99), “Completions Survey” (IPEDS-C:89–99), Fall 2005, and Winter 2005.